

Quarterly Review and Updates to the Rightsizing the District Plan

<p align="center">S</p>	<p>STUDY: To be completed quarterly and at end of school year</p>
<p>Summarize Data to Date</p>	<p>The deferred maintenance report was submitted in February 2024 to the Office of Finance for inclusion in the FY25 budget.</p> <p>The team completed 35 additional walkthroughs to ensure that schools are welcoming and marketable. These walkthroughs resulted in repairs/upgrades to facilities and updated marketing materials. Some typical repairs included but were not limited to upgraded lighting, repaired walls, painting, school-branded posters, building cleaning, and repairs.</p> <p>The number of student education interns working in MPS elementary grades in spring 2024 is 30. The confirmation of expansion of high schools offering an education pathway from two to three was delayed due to waiting for the outcome of the referendum.</p> <p>The number of students engaging in education internships has increased from three students in the fall to 30 students in the spring, with six identified for summer internships.</p> <p>The committee continued to meet, but there were no additional recommendations made in terms of schools to consider for consolidation or closure.</p> <p>The Office of Human Resources has continued to offer Comprehensive Support and Improvement (CSI) incentives and other incentives to staff: since January 1, 2024, MPS has paid the following:</p> <ul style="list-style-type: none"> ● 185 referral bonuses (\$250 each) ● 7 CSI signing bonuses (\$2,000 each) ● 1 bilingual nurse bonus (\$5,000) <p>The Office of Human Resources continues to track the employee experience on the 30- and 60-day mark. HR has received good data but not enough data to get full reports based on department or school location.</p> <p>MPS participated in 17 unique recruitment events for quarter three. The focus was on classified events this quarter, with two events geared toward school nutrition and two events at Goodwill TalentBridge.</p> <p>MPS had implemented a part-time school support option to assist schools with welcoming the students, monitoring the halls, helping with the lunch hours, and assisting with recess and other out-of-classroom activities. However, ESSER funds were used to support the effort, and the ESSER funds are sunsetting. Therefore, other ideas will be generated for the coming school year.</p> <p>A cross-departmental team has been created to address classified training needs. Team members include staff from the Department of Talent Management, the Department of Student Services, the Office of Finance, and the Department of Organizational Development and Supports. The first meeting is scheduled for later in May.</p>

	<p>The Department of Facilities and Maintenance does its own training and professional development of staff, such as OSHA regulations, asbestos awareness, and health and safety.</p> <p>The human resources team met to discuss possible expansion of the MPS tuition reimbursement plan or other vehicles to cover professional certifications and licenses. The focus became MPS paying for licenses for newly hired paraprofessionals and children’s health assistants. Additional meetings will occur in the future as funding sources need to be identified.</p>
<p>Color Coding</p>	<p>On your action plan, color code the steps that you planned for this past quarter (11):</p> <p>Green – Action step completed (3)</p> <p>Yellow – Action step in progress (7)</p> <p>Red – Action step was not started as planned (1)</p> <p>Blue – Extended timeline or changes (7)</p>
<p>Analyze how these data give evidence to your progress on the plan.</p> <p>After visiting 85 schools, we have invested in significant upgrades and repairs to create inviting learning environments. We also developed compelling new marketing materials to showcase our exceptional academic programs and facilities. These improvements position our schools for success, attracting new students and fostering a strong learning community that reduces staffing challenges.</p> <p>The number of students engaging in education internships has increased from three students in the fall to 30 students in the spring, with six identified for summer internships. This work helps us potentially increase the number of students who may pursue a career in education.</p> <p>The development and submission of the deferred maintenance plan helps the district to ensure that facilities are better able to serve staff, students, and families.</p> <p>The Department of Talent Management has found the staff bonus programs to be incredibly helpful toward achieving our goal of hiring highly qualified staff to fulfill the MPS mission.</p> <p>The 30- and 60-day employee satisfaction surveys have continued to be utilized and are starting to reveal good data for helping the schools and</p>	<p>Analyze the data that give evidence to lack of progress toward the plan.</p> <p>We are waiting for confirmation of a third high school offering an education pathway, which should come after the budget is finalized.</p> <p>Recommended changes to administrative policies associated with enrollment and facility usage have not been implemented and will be further evaluated and developed as part of the long-range facilities master plan, which is part of the Rightsizing – Facilities and Upgrades plan.</p> <p>The team that was established to discuss the classified training/professional development got started later than anticipated. Once the meetings start, the timeline should be fairly short.</p> <p>The sponsorship of professional designations and licenses needs more work, and funds need to be identified in order to implement the expanded program.</p> <p>While MPS had a part-time school support plan, with the funding expiring, we need to identify new resources.</p> <p>MPS needs more data to be able to identify departments or school buildings in need of assistance with climate and culture.</p>

departments to achieve higher results. This knowledge will help us support and retain new staff.

MPS continues to expand the recruitment efforts, focusing on specialty areas as necessary and working to identify numerous options toward advertising to potential candidates. This shows our progress toward a fully staffed district.

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ACT: Revise or continue with implementation based on data analysis

What will you change about your plan for the next quarter?

The work associated with reviewing and recommending changes to administrative policies that impact student enrollment and facility usage will move to the Rightsizing – Facilities and Upgrades strategic initiative. This will allow the work to be better aligned with the development and implementation of the long-range facilities master plan.

The work associated with reviewing and analyzing district data related to enrollment, demographics, mobility, capacity, student-teacher ratios, and program offerings will move to the Rightsizing – Facilities and Upgrades strategic initiative to allow the work to be better aligned with the development and implementation of the long-range facilities master plan.

The professional certifications and licenses seem to have transformed into a program to assist with payment for initial education licenses for entry-level, classified staff members. We will need to address the change if MPS makes the decision to take this direction.

The action steps related to developing options for professional development during the workday are merging with the Staff Professional Learning strategic initiative to better align teamwork.